

NEWSLINE

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Work injuries leave room for improvement



The most recent figures are in for workplace injuries at the Laboratory in calendar year 2007, and it's apparent there is room for improvement.

There were 166 Occupational Safety and Health Administration Recordable Injuries at the Lab in 2007, counting both LLNL personnel and contract (IAP) employees. These were injuries that required medical treatment beyond first aid.

Of those cases, 33 resulted in restricted workdays and 23 resulted in days away from work.

The Lab's Total Recordable Cases (TRC) rate for injuries in 2007 was 2.28. (The TRC rate is the number of total recordable cases per 200,000 hours worked). The average TRC rate for the Department of Energy is 1.7. More specific to the Lab, for the research operation type within DOE the rate is 1.75. The Lab's Days Away Cases (DAC) rate was 0.32. The average DAC rate for DOE is 0.38; for the research operation type within DOE it is 0.30.

"Each of those 166 injury cases represents a missed opportunity to prevent an accident and spare someone the pain of injury," said Deputy Director Steve Liedle. "For the health and well-being of each of us, we need to do better. And we can."

NNSA's Laboratory Site Office has set a target this calendar year for reducing the Lab's number of days away from work due to injury by 20 percent compared to the previous three-year average.

Liedle has asked Allen Macenski, the Lab's Environment, Safety, Health & Quality director, to lead a campaign to investigate ways to reduce the number of accidents and injuries at the Lab.

"Lab policies and procedures are working to prevent accident and injury in the workplace, no question, but it's also obvious we must improve," Macenski said. "We'll find those missed opportunities that Liedle referred to, and ensure we take advantage of them going forward."

To begin, Macenski this week announced the establishment of the Safety Leadership Workshop, a new all-day training required for all Laboratory managers and supervisors. The goal of the workshop is to help participants manage safety as an integral part of work at the Lab. Workshop participants will evaluate their leadership skills, identify opportunities for improvement and commit to a personal action plan for safety.

"This is an immersive experience that I'm confident will leave a lasting, positive impact on participants; one they'll take back with them to benefit their organizations," Macenski said.

For more information on the Safety Leadership Workshop, go to https://pao.int.llnl.gov/news/2008/Jan/docs/011508_safety.php or contact Glenette Alston, ESH&Q Safety Training and Information Systems department head, at 2-7922.

Macenski will work with a committee of Lab managers in conjunction with the Lab's Grass Roots Safety Committee and Liedle to expand the new safety campaign.

"In the meantime, I encourage every employee to consider their own safety – and the safety of their co-workers – as they begin their workday."

Employees with suggestions for enhancing safety at the Lab are encouraged to contact Macenski at macenski1@llnl.gov.

What to do in the event of a work injury

While Allen Macenski leads his safety improvement team in a quest to help reduce the number of accidents and injuries at the Lab, employees are reminded that, should they become injured or ill while at work, they must notify their work supervisor and go to Health Services in Bldg. 663 as soon as possible to seek first aid or medical treatment. Treatment services are available Monday through Friday from 8 a.m. to 11:45 a.m. and from 1 p.m. to 4:45 p.m. Emergency medical situations should be reported immediately by dialing 911.

It is important that employees be evaluated at Health Services for all work-related injuries and illnesses, no matter how minor. This will assure employees receive timely care, permit LLNL health and safety personnel to address any potential safety concerns and ensure that there is a record of all occupational injuries and illnesses.

Any work-related injury or illness not initially reported to an employee's supervisor and treated at Health Services must be reported as soon as possible. Reporting of injuries or illnesses may be done anytime Monday through Friday from 8 a.m. through 4:45 p.m.

"We want to make sure that injured or ill employees receive proper medical attention," Macenski said. "And we also need to maintain an accurate picture of the situation regarding accidents and injuries, so that we can work effectively to lessen such occurrences."

Employees also must be evaluated at Health Services prior to returning to work following any hospitalization or surgery, or after an absence from work of five days or more due to illness or

injury. Employees who were seen by a physician during their absence should bring a doctor's note stating the dates of the medical absence and indicating whether the employee may return to full or restricted duty (specifying any specific work limitations). Health Services staff will evaluate the employee's condition with respect to job requirements and issue to the employee and the employee's supervisor a medical release to return to work on full or restricted duty. Supervisors will work with Health Services staff and others to accommodate any work restrictions, as appropriate.

Employees are responsible for informing their supervisors of medical conditions or treatment that may negatively impact their ability to work safely. Employees are not obligated to tell their supervisor the specifics of their condition or treatment, but rather that it may affect their ability to do their job. Supervisors will direct employees to Health Services, which will evaluate the condition in a medically confidential manner. If appropriate, Health Services may issue work restrictions.

Some job assignments mandate employees meet more extensive medical reporting and evaluation requirements (e.g., Human Reliability Program). These are required by regulation to protect the safety and security of the employee, fellow workers and the public. Employees in these assignments receive appropriate notification and training associated with these additional medical requirements.

Employees with questions should call Health Services at 2-7459.

New policies regarding meals, refreshments and awards programs

The Laboratory is introducing new policies regarding meals and refreshments as well as recognitions and awards.

Each Principal Associate Directorate has received copies of the policies along with policy highlights. In addition, briefings will be held with the Laboratory Administrative Council.

Meal & Refreshment Policy

The policy distinguishes between allowable and unallowable costs as well as approvals required.

Under the policy:

- Beverages for business meetings and other official Lab functions are allowable (paid by fed-

eral funds) if approved by the associate director.

- Meals are allowable only for foreign VIPs, dignitaries and elected officials and their delegations (state and local elected officials are not included and therefore must be paid with non-reimbursable funds). These also require approval of the PAD and AD for Business.

- Onsite meals and beverages must be provided by Sodexho, the Lab's food contractor; Sodexho, the Lab's food services contractor, should be considered for local offsite events, including events for which meals will be paid through non-reimbursable funds.

- A meal is considered a business meal when it is an integral part of the business meeting (not a

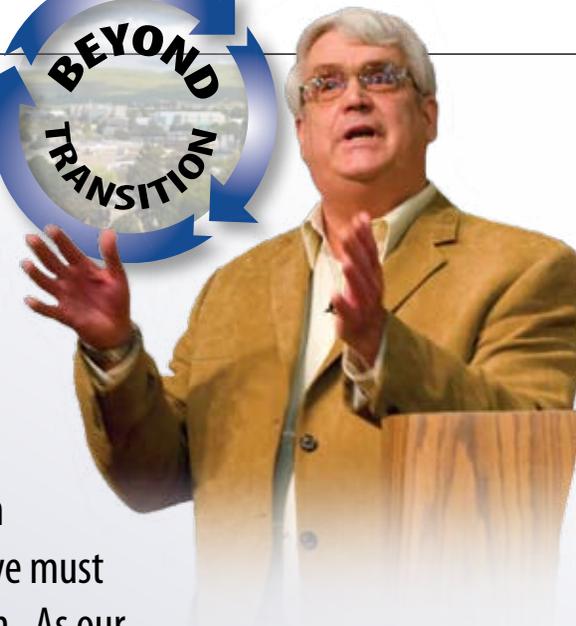
social event). Lunch is provided when the meeting must continue through the lunch period and into the afternoon.

- Emergency meals may be provided during events that threaten government property, people and/or the environment. These require approval from the LEDO, Lab director or prime contract manager.

- Food and refreshments are allowable for award ceremonies when the event contains a business element, such as a motivational speaker. G&A accounts should be charged.

- Morale funds may be used for meals and refreshments provided a business element exists.

- Light refreshments and snacks may be pro-



George Miller

Miller looks to build future on change

"A national security laboratory in a global context" — that was the vision of the future that Director George Miller outlined to Lab employees in his first all-hands address of 2008. Miller shared the strategies the Laboratory will need to pursue in fulfilling that vision, mentioning three major areas: national security, energy and environment and economic competitiveness.

"I'm looking forward to your help realizing the future vision of our Lab — a vibrant National Security Laboratory working in a global context," Miller said in his opening remarks. "National security has a bigger and broader definition than it has had in the past. It means we ensure global security by applying our exceptional science and technology to the important problems of our time."

To do this "we must be a cost-effective and efficient Laboratory," he said. "The Laboratory's success requires all our participation. It's important that we work together to make sure the Laboratory remains the employer of choice in the Bay Area, for the best and the brightest in all areas, because of the work performed and the work-life balance provided."

Miller also addressed issues of cost cutting and the overall Laboratory budget, workforce restructuring and pay raises for FY2008 and provided facts for a number of rumors that have been circulating. (See accompanying articles).

But to gain a competitive edge for fiscal year 2009, he said the Laboratory must: streamline direct and indirect organizations and consistently apply sound business and operational processes and procedures to make the Laboratory programs competitive in their areas; simplify overhead structures in order to incentivize good behavior; ensure that investment in LDRD and SMS (strategic mission support) remain strong priorities for the future of the Lab, and that their investment strategy is strategic for the future of the programs; and ensure that the Lab's workforce recruitment and retention strategy is a leader and effective in today's environment.

"While transition is over, change is not," Miller said. "I believe that we will be seeing significant change for at least two years. Change is everywhere you look."

Change is particularly dramatic in the three major areas of strategic importance to the Laboratory — security, energy and environment and economic competitiveness, Miller said. "If you look at the global dynamic from almost any perspective, the change is breathtaking. From the struggles of emerging economies and their need for resources, which will further drive the impact of human activities on the environment, to the continuing social, political and military conflicts — change is happening all around us."

Miller also noted that our country faces issues such as a sustainable energy supply, the effects of human activities on the environment, national and global security and rising national debt. Over the next year, there also will be political change and a corresponding shift in priorities. "We have seen these political changes in the past and have always been able to position the Laboratory to support the priorities of the nation. We will continue to do this," he said. "There will be many opportunities. As we always have, we will anticipate and help lead the change to meet the needs of the country. We will use our agility and flexibility."

The Laboratory's strategic efforts have the potential to make important contributions at the state, national and global level, Miller noted. "Make no mistake about it, the work will be hard, but the rewards and satisfaction of doing something so important will be worth it. Our efforts demand courage, boldness and determination. They require innovation, creativity and discipline."

To achieve this vision, Miller said: "We need to challenge the assumptions and the bureaucracy of the past and re-examine them in light of our future needs...I'm looking for people who embrace change as an opportunity."

See **ALL HANDS**, page 8

"The dogmas of the quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew and act anew."

— Abraham Lincoln

Workforce restructuring plan submitted

As part of his all-hands address, Director George Miller announced the Lab submitted a specific workforce restructuring plan to the National Nuclear Security Administration (NNSA) earlier this month. Modeled on the plan submitted to NNSA by Los Alamos, the plan would offer a Voluntary Self-Select Option (VSSOP) as a first step. "I will inform you of the timing and the specific details when NNSA has accepted the plan."

Miller also shared data on the number of FTEs or full time equivalent employees — pointing out that the number has dropped by 500 since Oct. 1, 2007 — this includes approximately 320 flex term and supple-

See **PLAN**, page 8

Miller announces salary increases to go forward

Director George Miller announced Thursday that he will implement salary increases retroactive to Jan. 1.

In addition, for those employees whose organizations have allocated an increase associated with a documented promotion or reclassification, the increase will be paid retroactive to the promotion/reclassification date or Oct. 1, 2007, whichever is most recent. Employees will be notified of salary increases in the March time frame.

"I believe that this is a fair and equitable balance between the tight budgets we face and the need to reward the outstanding talent at the Laboratory," he said.

Energy-saving competition kicks off in February

The energy management team met last week with Director George Miller and the principal associate directors to spark interest in the developing details of the upcoming "Every Watt Counts" energy-saving competition.

The competition kicks off in February with monthly judging through September. It was devised as a fun way for employees to participate in supporting the Laboratory's energy reduction goal. The Laboratory aims to reduce energy use intensity by at least 9 percent this fiscal year, realizing a savings of some \$2.2 million. Energy use intensity is the total energy used, divided by gross floor area.

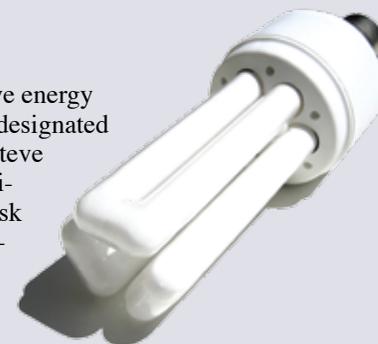
Employees have the opportunity to form teams in their work areas and vie for awards. The three team types are centered around buildings' electrical metering:

- Major buildings that are more than 90 percent separately metered.
 - Groups of buildings, metered together, that fall at least 90 percent within a single principal associate directorate.
 - Mustang groups in areas that cross principal associate directorates but share common metering.
- Three different types of awards will be announced monthly:
- The top energy-saving principal associate directorate will receive a certificate for display (which also serves as a visual reminder to save energy).
 - Teams will receive plaques to hang in their buildings. There will be two types — bronze to signify the most savings in one month, and gold to recognize the highest savings for three months or more.

- Most innovative energy saving idea winners, designated by Deputy Director Steve Liedle's "kitchen cabinet" money-saving task force, will receive dosimeter covers that are colored green to designate an awareness of environmentally friendly measures.

At the end of the fiscal year, Grand Awards will be presented:

- The principal associate directorate that reduces



See **ENERGY**, page 7

SCIENCE NEWS

Studies show human impact shapes climate



August 1908



August 2003

Image credits: Left: G.K. Gilbert; Right: Hassan Basagic

Illustrating glacier change in the Sierra Nevada, these two photos were taken of Darwin Glacier in the Kings Canyon National Park. The photo on the left was taken on Aug. 14, 1908. The photo on the right was taken on Aug. 2, 2003. Note the decreasing snow pack levels in the recent photo.

By Anne M. Stark
Newsline staff writer

Over the past 85 years, humans have helped shape California climate during certain seasons. But that's not necessarily good.

Recent research by scientists at the Laboratory, the University of California, Merced, and the National Center for Atmospheric Research shows that California temperatures have jumped statewide by more than 2.1 degrees Fahrenheit between 1915 and 2000. This warming is likely related to human activities.

Using data from up to eight different observational records, the team found the warming has been fastest in late winter and early spring.

"The trends in daily minimum and maximum temperatures over the last 50 and 85 years are inconsistent with current model-based estimates of natural internal climate variability," said lead researcher Céline Bonfils, a former UC Merced postdoc now working at LLNL. "It's pretty clear that natural causes alone just can't cut it and external factors such as greenhouse gases and urbanization come into play."

California is not alone when it comes to warming trends. Late winter and springtime temperatures have increased in nearly all of western North America. They have been associated with a large change in atmospheric circulation in the northern Pacific, likely resulting from greenhouse gas-induced warming.

But all California climate trends during the 20th century aren't so clear.

For example, less warming is observed in summer. This warming, which mainly occurs at night but not during daytime, is not well explained by

"It's pretty clear that natural causes alone just can't cut it and external factors such as greenhouse gases and urbanization come into play."

— Céline Bonfils

historical climate simulations.

"We looked at observations and models and they don't concur," said Phillip Duffy, part of the Livermore team and a UC Merced adjunct professor. "One possible reason for this is that most models don't include factors such as irrigation, which can influence regional climate."

The team found the lack of a trend in summertime maximum temperatures may be associated with the rapid expansion of large-scale irrigation during the 20th century, an important factor in California that is not accounted for in the models.

"We found empirical evidence that irrigation has a large cooling effect on local summer daytime temperatures but minimal effect on nighttime temperatures," said Bonfils, who investigated that issue in another Livermore study published in *Proceedings of the National Academy of Sciences* earlier this year.

Until now, cooling from irrigation may have counteracted the daytime warming from mounting greenhouse gases and urbanization.

"If this hypothesis is verified, the acceleration of carbon dioxide emissions combined with a leveling of irrigation may result in a rapid summertime warming in the Central Valley in the near future," said David Lobell, co-author in both studies.

What does this mean for the future climate in

California?

"The 21st century may be less climatically complex than today," Bonfils said. "Greenhouse warming is likely to be the dominant factor over today's many climate influences."

"Our study represents a credible first step toward the identification of the effects of human activities on California climate," said Benjamin Santer, also part of the Livermore team.

An increase in California temperatures could have dire consequences for the state's water system. "If human-induced climate change is occurring, societal impacts — such as impacts on our water supply — cannot be far behind," Duffy said.

The research, funded by the California Energy Commission, and including contributions from Livermore scientists Thomas Phillips and Charles Doutriaux, appears in the Dec. 19 online edition of the journal *Climatic Change*. The research also was included in the "Report to the Governor and Legislature on Climate Change." California temperature trends also are discussed in a recent article written by Duffy, Bonfils and Lobell in the American Geophysical journal, *Eos*.



On the cover:
A graphic representation showing human impact on California's climate.

IMAGE CREDIT:
JULIE KORHUMMEL

SCIENCE NEWS

Safeguards for emerging civilian nuclear energy programs

By Don Johnston
Newsline staff writer

The Laboratory hosted a three-day workshop for North African countries to discuss the nuclear safeguards, safety and security challenges associated with the development of a civil nuclear power program.

The workshop, sponsored by the National Nuclear Security Administration (NNSA) Office of Defense Nuclear Nonproliferation (NA-20), and hosted by the LLNL Global Security Directorate Nonproliferation Program, was attended by officials from nuclear regulatory, research, and energy agencies from Morocco, Algeria, Tunisia, Egypt and Jordan. Representatives from U.S. government agencies and other Department of Energy national laboratories also participated.

Discussion at the workshop, held from Jan. 14-16, focused on the steps necessary to ensure the safe, secure and sustainable implementation of civilian nuclear energy programs. Some of the issues covered included legal and regulatory frameworks, nuclear safeguards and security, nuclear safety and emergency response, and energy planning. Participants also had the opportunity to simulate the



Representatives from North African countries, Jordan and U.S. government agencies after a tour of NIF.

JACQUELINE MCBRIDE/NEWSLINE

decision-making process involved in the introduction of nuclear power and evaluate the results of their decisions.

NNSA's Office of Nonproliferation and International Security provides technical infrastructure-related assistance through non-binding bilateral arrangements to states developing nuclear energy programs pursuant to Article IV of the Nuclear Nonproliferation Treaty (NPT), as well as goals outlined by the Global Nuclear Energy Partnership (GNEP).

Eileen Vergino, deputy director of LLNL's Center for Global Security Research, and Mo Bissani,

MPC&A program leader and manager of the Sister Lab Program in the Global Security Principal Directorate, were the technical hosts that helped organize the workshop. Participants also toured Lab facilities including: the National Ignition Facility (NIF); National Atmospheric Release Advisory Center (NARAC); the Center for Accelerator Mass Spectrometry (CAMS); and radiation detection labs.

"All of these countries have expressed an interest and commitment to pursuing nuclear energy for their future," Vergino said. "Through sustained engagement opportunities such as this workshop, as well as current ongoing and future technical assistance and training, it is our intention that we can all work together

toward the expansion of nuclear energy into these regions while ensuring that any potential proliferation impacts are averted."

The seminar format of simulating the decision-making process in small work groups as a hypothetical country preparing for civilian nuclear power was well received, according to Bissani. "It was very exciting to see the level of constructive discussion and debate among participants in response to the scenario questions. The groups were inspired and creative, generating a tremendous number of great ideas."

Creating new models for measuring vehicle efficiency

Livermore researchers are working to reduce the expenses associated with alternative fuels so they are more realistic for the mass market.

Laboratory scientists directed by Salvador Aceves are collaborating with Professor Gerardo Diaz and Joel Martinez-Frias of the UC Merced's School of Engineering to develop advanced computational tools for analysis of alternative fuel engines. The project aims to lower the barriers to new engine technologies that can help reduce dependence on foreign oil, carbon emissions and toxic emissions.

Efficiency is key when it comes to making non-gasoline vehicles more attractive to manufacturers and to consumers. But testing engine efficiency can be an expensive proposition, requiring hand-built prototypes, pricey equipment and space to house operations.

That's where the Livermore and UC Merced team come in.

"UC Merced is committed to research on efficient energy systems," Diaz said. "We hope our research takes society in the same direction our campus is going — reducing our carbon footprint and improving

efficiency."

"We believe we've found an excellent opportunity to address a very important problem," he said.

The research team aims to develop analysis tools that could be transferred to the automotive industry. The Laboratory has already begun working with corporations including Cummins and Ford Motor Company. The computational models created by the team can apply to heavy- or light-duty vehicle engines.

Work in this field can get complicated — fuels like gasoline and diesel are chemically complex, and models have to take into account how each component of the fuel behaves as it ignites in an engine, Aceves said.

The team creates what they call surrogate models — combinations of molecules that behave similarly to those found in the fuels — to work around some of those challenges. Then, to make sure their models are accurate, Diaz and his colleagues compare their results with real-world test results. The modeling effort simplifies the experimental work by directing the research into promising ways to maximize efficiency while meeting increasingly

tighter oncoming emissions standards.

Each scientist on the team brings a particular expertise toward the research goals. Diaz developed expertise in analyzing energy systems through a Ph.D. from the University of Notre Dame and several years of industry experience at Modine Manufacturing and Honeywell before joining the faculty at UC Merced in 2005. Aceves leads the Engineering Directorate's Energy Conversion and Storage Group at LLNL and is sponsoring the project and developing the chemical models used in the analysis. Martinez-Frias, a staff researcher at UC Merced, contributes his knowledge in generating the computer models for the project.

The work is sponsored by the Department of Energy's Office of Energy Efficiency and Renewable Energy.

The team also collaborates with researchers at UC Berkeley, Sandia and Oak Ridge national laboratories.

i.want ads

Due to the high quantity of ads and space limitations, these want ads have been abbreviated. For the complete ad listings, refer to the internal Website: <http://www-r.llnl.gov/pao/news/wantads.html> or for the latest pdf download and retiree information, see the external Website: <http://www.llnl.gov/pao/employee/>. Please note that these ads appear on the Web.

Date of ads: Approx. Jan. 8-16. Ads appear on the Web for seven days.

AUTOMOBILES

1969 Pontiac GTO. \$38,000 OBO. 2d Sedan, metallic emerald green w/ green, automatic, 400/400, MSD, HEI, 650-704-8666

1985 Honda Civic Wagon. \$700 Bicycle and ski racks, manual Transmission. 443-1699

2000 Durango. \$8,000 OBO. 5.9L, silver/grey, V8, lowered 2". 18" Chrome wheels w/ new tires. 3rd row seating. 209-356-1747

2000 Jeep. \$3,500. 105k miles, white, six cylinder. 925-455-5693

2000 Jeep Grand Cherokee limited. \$11,500 OBO. 84k miles, just serviced, 925-518-4712

2000 Mercedes Benz S430. \$18,000. 98k miles, silver/black leather, 925-606-5957.

2001 Chevy Tahoe. \$15,000. LT, 4WD, 72,000 miles, tow package, sun roof, leather, 3rd row seats. 925-462-7736

2001 Ford Mustang Convertible. \$8,500. 85k miles, grey leather, 5 CD changer, new tires, recently serviced, A/C, ABS, automatic. 925-784-1963

2001 Pontiac Bonneville SSEi - Supercharged. \$7,500. Silver, 3.8 liter V-6 Supercharged (240 HP), 209-499-6607

2002 Mitsubishi Eclipse GS. \$5,000. 96,400 miles, silver/black, CD player am/fm Kenwood stereo 925-784-2662

2004 BMW X5. \$32,950. 30k miles, excellent condition, sterling gray, sport susp, CD changer, navigation. 925-846-1453

2004 Ford Mustang Convertible 2D. \$15,000. 15k miles, 2D, Anniversary Edition, only 15k miles, Dark Silver, Excellent Condition. 209-609-5602

2004 Ford Taurus SES. \$7,000 OBO 45K miles, good condition. 24v 3.0 L V6 engine, 925-294-9651

2004 Toyota Sienna XLE. \$19,200. 43,500 miles, medium grey/light grey leather interior, 7 Passenger Quad Seating, 209-835-9240

2005 Mazda RX8. \$19,250/OBO. 7500 miles, A/C, Power windows, mirrors, and locks. Metallic titanium grey/ black interior. Estate sale. 925-373-1522

2006 Chevy Silverado LT. \$22,800. 16k miles, 5.3L V8 with flex fuel capability, extended cab, tow package, 925-963-9882

97 Chrysler Sebring LXI Coupe. \$3,000. 118k miles, V6 2.5 liter, auto, all power, sunroof, 209-295-4266

97 Honda Civic HX. \$3,800 OBO. 134k miles, Power windows, doors, alarm system, 916-813-0424/925-382-2918. 2000 Buick LeSabre

Tire. \$100 OBO. Spare tire for Honda Pilot. Never used. 925-706-2337

BICYCLES

Girls 24 Inch Bicycle. \$30 New 24 inch girls bicycle. Perfect condition, has not been ridden. 925-449-4226

Girls 24inch bicycles. \$10 each Two girls 24inch bicycles in very good condition. 925-846-5110

BOATS

Bass Boat. \$18,000. 1998 18ft Ranger Model R73 Sport, 125 HP Mercury, double consoles, two depth sounders, dust cover & HD cover, 925-449-0463

Rave Sports Blade tube. \$30 Inflatable round tow-behind, one rider. New, unopened box. 925-648-0671

ELECTRONIC EQUIPMENT

Sony TV. \$125. 35", works great. 925-373-1522

4GB Zune MP3/video player. \$125. sealed wireless, black. 925-455-4484

Game for the PS3. \$39. "Call of Duty 4: Modern Warfare", never opened. 925-373-0751

Gameboy Advance SP. \$75 5 games, w/case and charger. Good condition. 925-420-6521

GE Heating and Air conditioning unit, Fax/copier machine and Scanner. GE heating

and air conditioning unit model AEE18DK, Brother 4750e Business class laser Fax/Copier and a HP ScanJet 5550c Scanner. 925-413-2171

HP inkjet printer 720c. \$20. Includes all cables and new ink cartridge, works perfect. 925-980-9336

Panorama Head. \$225. For Virtual Reality panoramas, Manfroto #303plusQTVR1, fits all digital cameras. 510-226-7440

Sony; Rear Proj TV. \$450. Mod KP43T75, 20" deep w/160-deg view angle. Component, 3 composite, & S-video in. Incl. remote & user's manual, 7 years old, excellent shape. 925-240-7680

Toyota 6-disc CD changer. \$200OBO. Item NO. 08601-00871, cargo-mounted, 1 magazine included. 510-792-1538

GIVEAWAY

19" color tube tv On curb during light mist. 925-455-6044

Small refrigerator. About 4-5 cubic feet. In Livermore, small and light enough for trunk of a moderate-sized car. 925-960-9578

HOUSEHOLD

Antiques. Zenith black upright radio \$125, butcher scale \$95, pine commode \$125, oak highboy dresser \$160, mahogany player piano \$350, Columbia upright gramophone \$125, oak coffee table \$25, Victorian pump organ \$300, Victrola VV-VI \$175. 925-980-4198

Baby Crib. Million Dollar baby crib/day bed with mattress. Model number M5001A, oak finish. 925-413-2171

Baby Items. \$30 each. Toddler Jogger Stroller, Solid Wood High Chair, Graco Open Top 3 Speed Baby Swing, 925-683-1047

Bathroom vanity top. \$75. Never used, Estate by RSI Premium solid surface vanity top halo bowl, Ginger (neutral). 49"W x 22"D. 925-989-7439

Book shelf or shelves. Looking for large book self, Oak or cherry. 209-402-5336

Child's youth bed & mattress. Metal youth bed & mattress - good condition. 925-829-2245

Computer Desk with File Drawers. \$110. Metal & black glass computer and matching storage pedestal, has lockable wheels, one drawer. 925-640-5469

DVD Holder. \$20. Can mount on the wall, good condition. 925-858-6262

Entertainment Center. \$80OBO. Honey maple, holds components, vertical holder for CDs, opening for 32" TV, hidden side doors to store DVDs, two storage doors. 510-792-1538

Futon w/Ottoman. \$200. All wood, good condition. 209-679-1411

Granite slab - Verde Uba Tuba. \$315OBO. Approx. 36" x 115", located in San Jose, you pickup. Sample available. 510-792-1538

Holmes twin window fan. \$25. Digital control, 16 hour adjustable timer, 3 speed settings. New, unopened box. 925-648-0671

IKEA Lillberg sofa and chair. \$150. Matching set with off-white cushions. 925-454-9329

Kenmore Dryer. \$200. White large capacity You pick-up. 925-485-4395

Kenmore Dryer \$100. Large capacity. Works Great. 209-836-2389

Laura Ashley Brompton shams. \$30OBO. Pair, new. 925.876.5188

Little Tykes Exer-saucer. \$20OBO. Toys, music, seat spins, good condition.. 925.876.5188

Patio door/sliding door drape. \$50 OBO. Single, lined, slightly off-white, pleated-style, fits a standard sliding/patio-type door. 925-455-1306

Pottery Barn holdbacks. \$13 each, 4, nickel finish, new. \$13 each or 4 for \$46. 925-876-5188

Recliner. \$80OBO. Medium brown tone, heat and vibrating function, rocker, side lever for pop out footrest. Perfect condition. 510-792-1538

Reusable lunch bag. \$5. Navy blue insulated nylon lunch bag, new and unused. 925-708-9587

Sears Work Bench. \$50. Steel 4 drawer, steel top work bench with vise. 209-244-8241

Shabby Chic glass lamp base w/ floral etching. \$20OBO. New. 925-876-5188

Soccer ball humidifier. \$20. Auto off function, 1 gallon tank capacity. New, unopened box. 925-648-0671

Solid Wood Cabinet. \$45. Two pieces, 70" high x 18" deep x 29" wide. Top shelf is 19" high, middle shelf is 14.5" high. Below are 2 shelves behind doors, hard wood. 925-640-5469

Thomas the Tank engine set. \$40. Take-along Thomas roundhouse, take-along Sodor mining mountain, 12 die-cast train engines/cars and extra track. 925-454-8827

Tinkerbell Bathroom Set. \$10. Curtain rings, garbage can, toothbrush holder, soap dish. 925-858-6262

Trundle bed. \$75. With mattress. Call after 6 p.m. 925-784-3314

Twin canopy bed frame. 50. Headboard has a heart in the middle and flowers around, canopy posts are crowns. 925-858-6262

MISCELLANEOUS

Audio Books. Various authors (Koontz, Cornwell, Grisham, etc) Cassette:\$5 each or 5 for \$15. CD \$15 each or 3 for \$30. 925-706-2337

Autotek100 watt (mono) car amp. 50OBO. Amplifier. 510-792-1538

Barbie phone. \$20. Keypads w/phone sounds, voice mail messages in Barbie's voice, speaker phone, light-up antenna. Ages 3 and up. New, unopened box. 925-648-0671

Canon EF 50mm Lens. \$65. f/1.8 II lens. Almost new condition. 925-846-3653

Discovery toys Marbleworks. \$10. Extra marbles (actual toy is in primary colors, unlike color of toy in photo). 925-454-8827

Duplo Lego set. \$30. Large bag, including some flexi-Legos. 925-454-8827

George Strait, Josh Turner Tickets--Fresno Feb 1, 2 tickets available, SaveMart Center in Fresno. \$64 each plus the ticket master fees, \$165 total. 209-204-6267

Golden State Warriors Home Games. \$75 per seat, \$180 for all three seats per game 707-373-7401

Ladies rings: 14K gold engagement ring with 1/4 carat round diamond. \$100 OBO ; 14K gold, 1 carat heart shaped Amethyst ring . \$80 OBO . 510-792-1538

Little People toy collection. \$50. Fisher Price, Ramps-Around-Garage, playhouse, Noah's ark, farm animal set, school bus. Extra characters included. 925-454-8827

Martha Stewart Magazines. \$50. Huge collection, crafting and decorating ideas. 925-876-5188

Shane Co. Jewelry \$25 Gift Card. \$10. 925-648-0671

SpongeBob DVDs. \$5 each. Eleven total, can send titles. 925 706-2337

Victorian Doll House. \$500. 13 rooms, 16 double hung windows, 50in. tall, sides open up, partially wired for lights, wall paper and flooring. 925-447-6221

Winnie the Pooh child size gardening/wheelbarrow set \$30. Wheelbarrow, tote, gloves, pail, watering can with sprayer, shovel and rake. Ages 3 and up. 925-648-0671

MOTORCYCLES

2003 Suzuki RM250. \$25,000OBO. 909 bars and controls, hand guards, skid plate, fly wheel weight, FMF pipe, stock pipe, FMF shorty silencer, 209-224-4244

XR 80. \$500. Newer plastic, tires, chain, sprockets, wheel bearings, rings and gaskets. Nice condition. 925-207-2030

MUSICAL INSTRUMENTS

Player Piano. \$995. Aeolian Sting II Roll, w/bench. Oak with stained glass sliding

doors that open to load roll. Play like regular piano, or use Electric or floor pump pedals for roles. 925-634-0868

Rainsong Carbon Graphite 12 string guitar. \$1,500 OBO. Finest 12 string guitar, made entirely of Carbon Graphite, inlays including mako sharks up the fretboard. 925-240-7374

PETS

Turtle. \$40. Aquatic, Red-eared slider, 15 gal aquarium and filter, plus supplies. Easy care, low maintenance. 209-814-4064

100 gal aquarium. \$400. 100-gal acrylic TruVue, integrated wet/dry filter system, four 4-ft fluorescent lights with external ballast, oak canopy, and oak stand. 925-455-8823

Australian Shepherd/Border Collie Mix. 7 year old male, well-mannered, trained great with kids, cats and dogs. Approx 45 pounds. 209-815-4127

Beagle Puppies. \$350 OBO. Purebred, 7 weeks, 1st shots and wormed, 3 boys, 4 girls, parents on site. 209-892-3228

Cats. Free: Male, 1 pure white with blue eyes, 4 years old, 1 snowshoe light grey tabby on white with blue eyes, 2 years old. Very friendly. 650-714-1612

Chihuahua Toy Breed Puppy. \$350. 11 wk old female black/tan, has had first series of vaccinations, should only weigh 5 to 6 lbs full grown. Mother on site. 925-292-9667

Coach genuine leather dog collar. \$30. Size small, fits neck size 11" to 13" and is 3/4" thick. Light brown leather with 3 button charms with light brow 925-648-0671

Horse Boarding. Wanted; safe pasture w/ shelter for retiree. Close to Livermore. 925 606-7929

Older male cat needs loving home. Free Dark grey/white healthy, 14 years old , needs a quiet loving home. 209-914-9025

Yorkie pair. \$4,000. Friendly, small M/F pair together, AKC papers, to good home, crate trained, 1 yr old. F 4 lbs, spayed; M 5 lbs, neutered. 925-606-5334

RECREATION EQUIPMENT

Ab Mouse Exerciser. \$10. Does work your abs, if you have a bad back it tends to put too much pressure on it. 925-640-5469

Big Agnes Emerald Tent. \$425. SL-3: 3 person super light/3 season, foot print and gear bag. Brand new. 925-200-8377

Exercise Equipment. \$125. Squat rack, lat pull, incline bench, bench press, hamstring curl, leg curl, Olympic bar, misc. weights. 925-980-4198

Titleist Driver D2-907, 9.5. \$300. Graphite shaft UST Proforce V2 75 925-447-1149

RIDESHARING

Modesto. \$140 month 4-10s, 6 to 4:30 Mon.-Fri. 209-667-2365

Montclair. \$155 Eleven passenger luxury van, captain style chairs w/reading lights, AWS. 510-531-4399

San Francisco vanpool. \$190/month Leave SF at 6:45 a.m. and return at approximately 5:45 p.m. daily. Leave LLNL at 4:30 p.m. Drivers are compensated. 415-244-4460

San Francisco-LLNL. 9/80 alternate work schedule, 7 to 4:30 Mon-Thu, Fridays 7 to 3:30, every other Friday off. Leave SF at 5:50 arrive 6:45. Leave LLNL 4:25 return 5:30. 415-673-9546

San Mateo. Vanpool, work hours 8 a.m. to 4:45 p.m. Leave from carpool lot at 7 a.m. under freeway Hwy 92 at Hwy 101. 650-952-6186

SHARED HOUSING

Room. \$675 Available now, use of work-out room, laundry, kitchen, and pool/spa. Room fully furnished if needed. Wireless internet, in room cable, N. Vasco & Scenic area. No smoking or pets. 925-454-9224

Room. \$500 3bd/1ba house, quite residential neighborhood, walking distance to shopping and community center. 925-922-4786

Room. \$700 Brentwood, own bath, includes Bi-weekly cleaning of house

and bathroom. Access to all facilities, no smoking, no pets. Utilities included. 925-516-2921

Room. \$650/month Livermore bedroom w/full bed for rent. Nice neighborhood. Heat, electricity, garbage, water, cable service and local phone included (not long distance). 925-454-9329

Room. \$700/month Danville, large room with bath for rent in gated community just off 680 and Crow Canyon Road. No pets or smoking. 925-968-1407

Roommate for commuter (PT or FT). \$500/month Livermore, Clean house, room and shared house privileges, by Airport. No pets. 4 bedroom 2 bath, pool. 925-785-0984

TRUCKS AND TRAILERS

. \$17,500 2004 Desert Fox 21SW Toy Hauler, Onan 4k generator, fuel station, Excellent Cond, stored inside. Never off-road or used to haul. 925-516-8339

Trucks. 1986 4X4 Nissan Pickup. \$2,500 OBO Good tires and nice looking rims with tool storage, decent gas mileage. 209-470-4179

1998 Dodge Ram 1500 Quadcab 4X4. \$9500 OBO Custom lift, pw/pl, cruise control, infinity sound system w/am/fm/cd/cassette, bed-liner, toolbox, nerf bars, leather interior. 925.876.5588

Snow Tire Chains. \$30 Fit LT255/70R16, 235/60R16, & more. Peerless Cat. #222155. Never used. 510-882-0437

Stock Tires and Rims. \$350OBO 2004 Toyota Tacoma, 2 tires have 5/30 and 2 have 6/30 tread left. 209-832-5462

Tonneau Cover. \$700OBO Silver locking Snug Top, for 2004 double cab Toyota Tacoma. 209-832-5462

VACATION RENTALS

2 bedroom, 5 Star condo @ South Tahoe. \$650/week Sleeps 6, full kitchen and all the amenities of a 5 star resort, heated swimming pool, hot tubs, sauna, massage, Check in is Feb 29. 650-996-4101

Arnold mountain cabin. 4 bdrm 2 bath with 600 sq. ft. game room. 20 mi. Bear Valley skiing, 2 hours from Livermore. 925-245-1114

Dodge Ridge Cabin. \$225/wknd 3 bdrm/2 bath, fireplace w/wood, microwave, pool table, level cleared access to covered parking, near skiing. 925-449-5513

Maui, HI. Kahana Reef oceanfront 1BR/1BA condominium. Two-island (Molokai and Lanai) view with ocean-side pool and BBQs. 925-449-0761

Santa Cruz Cottage. 2 bdrm. 2 bath, 4 blocks from Twin Lakes beach near Santa Cruz boat harbor. 925-245-1114

South Lake Tahoe Chalet. Lab Rates 3 bedroom 2 bath, newly remodeled kitchen, nicely furnished, all amenities, close to all skiing. 209-599-4644

Tahoe/Truckee Mountain Home. 3 BR-2 BATH, fully furnished, forest setting, 2 Queens, 1 Full, 3 Twins + more, Cable, Decks, Garage + ample parking, Hot Tub, Close to town and Northstar. 925-784-0245

Carmel, week of AT&T ProAm Feb 5-10. \$2,500 Horizon View Townhouse at the Highlands Inn in Carmel Feb 5-10. 925-639-1433

WANTED

Wanted- roof rack for Honda Accord. Thule or Yakima, basic set-up, also bike mount and a ski/snowboard mount. 925-984-7262

1991 Jeep Wrangler doors. Hard top, red if possible but any color could do. 209-482-8792

BOWFLEX. Will pick up. Must be in good condition. Call after 6. 925-586-2882

Desk. Computer desk and chair. 925-420-6521

Moving boxes. Moving 01/18/08. 209-747-0886

Moving boxes . Moving in three weeks and looking for moving boxes. 209-482-8792

PEOPLE NEWS

LLNS presents Grand gift



LINDA LUCCHETTI/NEWSLINE

From left: Rod Buchanan, Tracy deputy director of Parks and Community Services; Susan Houghton, director of LLNL Public Affairs Office and Communication; Tracy Mayor Brent Ives (a Lab employee), and Linda Trocki, LLNS, LCC Parent Oversight Office.

Susan Houghton, LLNL director of Public Affairs and Communication and Linda Trocki of Lawrence Livermore National Security LLC, (LLNS) presented a check on behalf of LLNS in the amount of \$10,000 to Tracy Mayor Brent Ives (a Lab employee) and Rod Buchanan, in support of the Grand Theatre Center for the Arts. The presentation took place Tuesday at the Tracy City Council meeting.

The contribution is part of a corporate giving program approved by the LLNS Board of Governors. The corporate gift is in support of community and educational programs that serve the San Joaquin Valley and the City of Tracy.

The recently renovated Grand Theatre was used by LLNL in November to conduct two Science on Saturday (SOS) lectures, which were offered for the first time in Tracy. Some 400-450 Tracy Unified School District students and adults attended both lectures.

POLICIES, from page 2

vided at job fairs and college recruiting events.

- When the interviewer and interviewee are in travel status, standard meals are allowable. When not in travel status, justification will be required to demonstrate the meal is a necessary part of the recruitment process and not a social activity. Advanced approval from the PAD and AD for Strategic Human Capital Management are required.

For more information or to schedule a briefing on the Meal and Refreshment Policy, contact Stu Jossey, 3-0876. The policy also will be posted

on the Food Services Web page at <https://food-int.llnl.gov/index.html>

Recognition and awards

All LLNL employees are eligible to receive an award under the recognition and awards program. Retirees not on Lab payroll, former employees, supplemental labor, subcontractors, guests and visitors are not eligible for cash awards but may be included in an overall team recognition ceremony. Awards to acknowledge supplemental/contract employees may be funded by the supplemental/contract employer.

Awards recognize significant achievement that impacts the Laboratory, from the group to the department, directorate and institutional level. Awards may include cash, non-cash including certificates of achievement and LLNL logo memorabilia.

Awards may be given to teams or individuals. Any employee may nominate any employee or team. Each PAD is establishing a process for receiving, reviewing and granting awards. For more information on the awards and recognition program in your organization, contact your PAD office.

ENERGY, from page 3

their energy use intensity the most will receive a framed certificate and a donation, to be determined, to a charity of choice.

- The winning individual building and team will receive a platinum plaque for each principal associate directorate the winners represent, as well as a charitable donation.
- The most innovative idea also will be recognized with a donation to a charity of choice.

Teams are being organized by PAD Energy-Savings Champions, listed below.

- Mustang group — Steve Liedle
- Director's Office — Roger Cunning
- Global Security — Dan Knight
- NIF & Proton Science — Lee Kapit
- Operations & Business — Pam Horning
- Science & Technology — Al Ramponi
- Weapons & Complex Integration — Keith Graham

NEWSLINE

Newsline is published weekly by the Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

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For an extended list of Lab beats and contacts, see <http://www.llnl.gov/pao/contact/>

ALL HANDS, from page 3

Miller cited Abraham Lincoln, who said: “The dogmas of the quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew and act anew.”

Cost cutting

The Lab must look for innovative ways to bring down the cost of doing business. “The cost of doing business at the Lab has simply become too high. This has not happened in the last six weeks but has happened over the last decade,” he said.

Miller said it is his goal to reduce the cost of doing business to FY07 levels by FY09 and “without major reductions in our science and technology investment.”

“Many ask how we got here and see us as being ‘victims’ of outside forces. How we got here is for the historians. I believe that we are in control of our own destiny. We just need to openly acknowledge where we are,” Miller said. “We are capable of re-engineering ourselves, doing our work smarter, more efficiently, more effectively and becoming less risk-averse. This is an issue that we must make progress on if we are to flourish and reach our full potential. It is an integral part of our effort to grow work for a broad range of sponsors. We can do it.”

To continue to reduce costs, the Lab must streamline direct and indirect organizations and “apply sound business processes to make Laboratory programs competitive in their areas.”

Miller noted that the Laboratory has made progress thanks to the cost-cutting initiatives led by Deputy Director Steve Liedle and the more than 300 suggestions submitted by employees. To complement this “bottom-up” approach, the Lab will now look at cost-cutting from the “top down” in order to “challenge assumptions about how we do work. They will look at organizational structure and the processes by which we do work, how we support our programs and the safety, security and environment of our Lab.”

In some of these areas such as IT, the Lab already has groups that have made some clear recommendations about the need to establish an effective “governance” mechanism to significantly improve the cost effectiveness of the ap-

proach to IT, Miller reported.

Investment

To help position the Laboratory, Miller said he has “carved some money out of a very tight budget to augment our investment in the future in areas that are particularly important, including \$10 million for program and missions in asymmetric warfare countermeasures; climate change modeling and mitigation; and a novel approach to nuclear energy.

“These are all areas of critical importance to the country and the globe, and we’ve got some great ideas that will make a difference. Our job over the next year is to use the investment to establish a basis for greatly expanding these efforts,” Miller said.

On the operational side, a total of about \$10 million has been invested in the effort to streamline business and financial management systems.

Miller also reviewed the impact of the federal budget passed by Congress in December and he expressed his disappointment that the Reliable Replacement Warhead (RRW) Program had been “zeroed out” of the FY08 budget and at the failure to increase investment in basic science.

Miller concluded his presentation by exhorting employees to “embrace the continuing change and to see it as an opportunity.”

Invoking the heroes he has quoted in past talks — George Washington, Thomas Jefferson, John Adams, Abraham Lincoln, Teddy Roosevelt, John Kennedy and Martin Luther King — Miller noted: “They all lived in turbulent times. They all found ways to inspire, to lead and to mobilize the outstanding talent around them. They found ways to change the rules of the game in order to succeed.”

He said another of his heroes is the fictitious Star Trek Captain James T. Kirk. “He was bold and decisive. He was the only starship cadet to successfully solve the problem of the Kobayashi-Maru problem designed to be logically impossible to resolve. He did it by changing the rules of the game... That’s what we’re all about — looking for those game-changing approaches and initiatives. I’m looking for people who want to apply their creativity and energy to the important issues facing our nation.”

**Rumor: All IT is going to be outsourced.**

Fact: • It is not the Lab’s plan to outsource IT at LLNL but management will be looking for ways to make this function more efficient and capable. • The CIA/CIO functions will be split and there will be a posting for a CIO.

Rumor: The LLNS TCP1 account is going to be “hosed” because an extra \$75 million is being left with UC.

Fact: • The retirement benefits for LLNL employees who retired under UC or left their retirement funds in UC were funded at 100 percent, plus an additional \$75 million to cover contingency — i.e. it is slightly “over funded.” • The funding identified for the retirement benefits for those who chose TCP1 results in TCP1 being substantially “over funded.” The total that must be split between UCRP and TCP1 for LLNL employees is about \$5.6 billion • See the fact sheet on the UC At Your Service Website, <http://atyourservice.ucop.edu/>

Rumor: Additional organizational changes are coming.

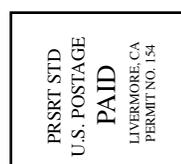
Fact: • A special task force will look at all aspects of how the Lab does business — including organizational strength and alignment. The Lab will not get rid of the matrix.

Rumor: The 200 S&E job classes are going to move to a step structure.

Fact: • There is a contract performance measure that requires the Lab to evaluate the 200 series for possible redesign. The Lab is in discussion with NNSA on the details of the requirements of this performance measure. By the end of FY2008, there will be design and implementation of an LLNL compensation program that identifies roles, responsibilities and pay ranges for all LLNL jobs including managers and individual contributors.

Rumor: The AWS program is going to be discontinued/everyone is going to go to 9/80s.

Fact: The Lab is identifying ways to provide workplace flexibility while meeting business needs — there are no plans to go to a single approach like everyone is on the same 9/80 schedule.

**PLAN**, from page 3

mental releases. The Laboratory will need to reduce its overall size by an additional 10 percent, said Miller.

Even amid workforce restructuring, the Laboratory must continue to build for the future by “recruiting and retaining a world class workforce,” Miller said. “I learned a long time ago, that even in the midst of difficult budget times and restructuring, we must continue to recruit the best and the brightest across all disciplines.”

Miller said he’s committed to maintaining the Lab as an employer of choice

by working closely with NNSA and LLNL’s Strategic Human Capital Management. He noted that recruiting and retaining is a particular challenge in the Bay Area where there is a demand for top talent, the cost of living is high and salaries and benefits are very competitive.

“However, the Laboratory has always been successful because of our critical missions, outstanding technical resources and leading edge programs, our relatively stable employment environment, good benefits and work-life programs,” he said.

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